

AsADWG Meeting with Sam Chu Lin
May 15th 2002
CRO Conference Room

Attending: Min Park, Jamal Mohd-Yusof, Sam Subbaswamy, Jasmine Pan, Sheila Zhang

Meeting began at 3:30pm.

MP summarized for Sam Chu Lin the recent work done by the AsADWG.

SS: contrasts the 'commercial' work environment with that at the Lab. API community wants a level playing field. We do not want a quota. Merit-based promotion.

SCL: People started their own companies in Silicon Valley to end-run around the 'old boys network' hiring practice. That is much harder to do in the LANL environment.

What is the paradigm for job security here? How do you penetrate the old-boy network. SS: Become a normal part of the community. This is not the same as producing superlatives; it is the small things that build a community.

SZ: The API community is not pleasant. JMY: You should not confuse cordiality with friendliness. SCL: You need a way to give people what they need from the 'project'. Show the community at large that API's are assimilating and helping in the larger context. For instance, allow people to observe that their children do not discriminate, and that will drive integration.

SS: We have the added burden of color, on top of language/accent etc.

JP: Get the message out; the API's should get involved in the community.

SCL: Get API's from ABQ, etc. to build on strategy, exchange ideas, etc. A common belief is that anything before 1965 is irrelevant. There is further stratification within the API community with regard to status and a tendency to discount the other API groups.

Keep a record and recognize the smaller accomplishments of API's in the communities.

JP: Min offered to provide food for the Cerro Grande fire victims, but other API's decided against it.

SS: He helped someone else out after the fire, and it was recognized informally some time later. This type of thing needs to be recognized more widely.

SCL: The story of David Lin, the Port Authority officer who lost his dog in the WTC collapse (verify). You have to write the story for the media; you cannot trust them to write it properly for them. Keep focused on YOUR goal, and keep them focused on that. Have a good story that will engage people.

MP: The Milo Lin story.

SCL: People will not care about it. They like to hear about underdogs. You need to change your attitude towards the media. The Norm Minetta plan; find

those battles you have the best chance of winning. The same applies to these other battles. Accept that you cannot do everything, but decide which you can deal with, and find out how to best effect that. How will you engage more people to become involved in the process. You cannot succeed with such little participation. Find out about other peoples efforts, and learn from their success and failures.

SZ: Writing a novel, but only in Chinese.

SS: We need to be having more fun.

SCL: Celebrate when you have a victory. Be resigned to the fact that it will not happen overnight. It is important to identify quick successes, since that will be the fuel to build more energy.

MP: There are several negative voices to publicizing the work API's do. Why should I step out of my box to contribute to the community at large.

SZ: How do we learn about opportunities for these community-building efforts.

SCL: Bring David Lin; he is effective since he is connected to 9/11 and thus has broad appeal.